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OTE 86-1600

8 JAN 1986

MEMORANDUM FOR: Executive Director

VIA:

Deputy Director for Administration

FROM:

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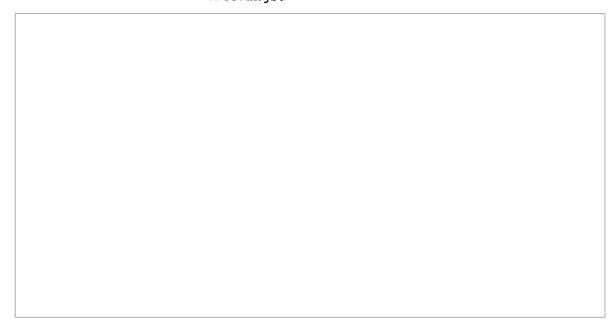
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Director of Training and Education R/L

SUBJECT:

Reduce. Initiatives to Improve CIA Employee Vulnerabilities

- 1. This memorandum summarizes the recent initiatives undertaken to ensure that all CIA employees are made aware of the active measures and methods used by foreign intelligence services to subvert and recruit them.
- 2. In the fall of 1985, we established the Personal Vulnerabilities Awareness Training Committee, composed of representatives from the Office of Security (OS), the Office of Medical Services (OMS), Counterintelligence (CI) Training Staff from the DO, and the Office of Training and Education (OTE). The committee has examined the existing programs designed to make CIA employees aware of their vulnerabilities to hostile services. The indoctrination and training effort currently underway:
 - o The Security Education Group, OS is providing security orientation and reinforcement through its EOD briefings, the reinvestigation process, travel briefings, and on-going reindoctrination briefings.



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SUBJECT: Initiatives to Improve CIA Employee Vulnerabilities

- o The CI Staff of the DO annually conducts three four-day CI orientation courses, three two-day CI operations seminars, and supports Directorate-wide training with CI operations or target briefings as requested.
- o OTE provides personal vulnerability awareness in operations-oriented courses.
- 4. All agree that we need more. In particular, we must seek to reach all employees at differing times in their careers with information and training, and we need to provide better mechanisms to spot employees who may be or who have become particularly vulnerable. In this vein, the committee members have proposed the following initiatives for further development and implementation:
 - o OS proposes sponsoring a reindoctrination program for ALL personnel to be given at the conclusion of the trial period with emphasis directed toward the vulnerabilities exploited by foreign services.
 - o OMS is proposing that a psychiatric interview be conducted for every Agency applicant.
 - o CI Training Staff will assist OTE in the design and development of a training program for ALL Agency employees which will specifically address the exploitation techniques employed by foreign intelligence services.
 - o OTE will develop a workshop for Agency managers to improve their skills in the observation and diagnosis of potentially exploitable vulnerabilities.
 - o Improved training or briefings for clericals and the spouses of Agency personnel.
 - o OS and OTE will collect case studies where personnel were exploited by foreign services. Cases will be introduced into appropriate training courses.
 - o Implement a counterintelligence/personal vulnerabilities workshop for OTE course chairpersons who will then be charged with developing segments for introduction into such courses as Introduction to CIA, New Analyst Course, Career Trainee Development Course, etc.

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SUBJECT:	Initiatives	to	Improve	CIA	Employee	Vulnerabilities

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OTE 86-1600

g JAN 1986

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VIA:	Deputy Director for Administration
FROM:	
	Director of Training and Education
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